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# INFORMATION REPORT INFORMATION REPORT

## CENTRAL INTELLIGENCE AGENCY

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 SUBJECT Social Conditions in Rumanian Factories  
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information on social conditions and trends of opinion in the following three Rumanian factories:

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- a. Solventul Chemical Plant, Timiscara.
- b. 23 August Plant, Bucharest.
- c. Electro-Aparataj Plant, Bucharest.

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(Note: Washington distribution indicated by "X"; Field distribution by "#").																			

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**COUNTRY** : Romania  
**SUBJECT** : Social Conditions and Trends of Opinion at the  
Solventul Chemical Plant in Timisoara

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1. The Solventul (formerly Prima Fabrica de Spirt) plant, which is located at 31, Splaiul Tudor Vladimirescu, Timisoara, was established 91 years ago and has employees who have worked there for over 30 years. Prior to nationalization, the plant was owned by Tausig (fmu). Veteran workers claim that conditions were much better prior to nationalization. Their main reason for dissatisfaction, is the low wages (reason, valid for all industrial plants in Romania). The minimum monthly wage is 500 Lei, the average wage is 700 to 800 Lei and the maximum wage, in September 1960, was 1,300 Lei. In September 1960 engineers' salaries were raised, and now are between 1,100 and 1,900 Lei per month, according to their position at the plant.

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2. The norms system has never been introduced at Solventul. Employees are paid on an hourly basis, in accordance with their trade or profession. Consequently, the 1957 wage scales revision, contrary to the effect it had in other plants, somewhat improved wage conditions at Solventul. The wage scale revision caused considerable bitterness among the workers, as it resulted in a large norm increase and a considerable reduction in monthly income.
3. Since Solventul employees work with materials liable to injure their health, they are entitled to a hazardous pay bonus of 75 to 100 Lei per month, depending upon the department in which they are employed, and to a daily ration of 0.5 liter of milk. However, in order to actually receive this bonus, they must work a maximum number of hours during the month, including a certain number of overtime-hours.
4. Although the introduction of the new wage system was not detrimental to the Solventul employees, it nevertheless affected them in the following ways:
  - a. By the abolition of the dispensation of free medicines. Medical treatment has remained free of charge, but instead of belonging to a clinic in the area of the plant, workers must now attend a clinic near their homes. In the clinics, a new system was introduced whereby patients, who, as happens in many cases, are not prepared to rely on general practitioners but request to be examined by certain specialists of their own choice, have to pay for such examination. Thus, to a certain extent, free medical treatment has in actual fact, been abolished.

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- b. In 1957 sick pay was reduced. For the first three days of illness the worker is paid 50 percent of his normal wages. For over three days sick leave he is paid between 50 to 90 percent of his wages, depending upon the number of years he has worked at the plant. (Further details lacking).
- c. Until 1957 workers paid 2 Lei for their lunch in the plant canteen; the difference having been made up by the management. In 1957, the price of these meals was raised to 3.50 Lei.
5. Workers have to contribute very little towards the cost of a rest-home leave, but the number of available places is limited. Political considerations play an important part in determining who should be given the vacancy. These Party activists or favored workers are the ones who are sent to rest homes. Consequently, many veteran workers never benefit from their right to a 12-days leave in a rest home, while Party activists go every year. However, even those who are finally sent, do not go at the time, or to the place of their choice, but when and wherever there may be a vacant place. During the summer, engineers and administrative workers are unable to find a place at any home. Also many workers are sent for periods of 21 days to convalescent homes belonging to the Ministry of Health. Here also, political considerations play a more important role than the worker's state of health. Should it be necessary to choose between sending a veteran worker, who has recently left hospital after a serious operation and a healthy Party activist, who is tired because of his Party work, the latter is chosen.

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6. Details on disciplinary matters are as follows:
- a. One hour's pay is deducted from the wages of a worker who is five minutes late for work.
  - b. Should a worker be absent from work for one day without permission, he loses his 75 to 100 Lei hazardous pay and any production bonuses to which he may be entitled for a whole month.
  - c. A three-days continuous absence from work without permission is sufficient reason for dismissal. However, the management does not always exercise this right, and absentee workers, in whom it is interested, are merely given written warnings.
7. Although the number of meetings in which the workers have to participate has decreased, they are still expected to attend a two or three-hour weekly function after working hours. (Party members also have to attend cell meetings.) On workers' holidays all the employees are expected to take part in a parade. In late 1956, following the Hungarian Uprising, "Patriotic Work" was almost entirely abolished. It was reintroduced in 1959, and since work has started on a stadium in Timisoara, every worker is expected to contribute at least four hours every two weeks towards its construction.
8. About 50 of the 400 to 450 employees at the Solventul plant are Party members. When accepting new members, the Party places much importance on their social background and does not accept more than a certain percentage of intellectuals. New members are recruited from the ranks of the UTM and from among the workers who are most popular with their comrades. No worker has recently applied for membership voluntarily, but when it has been suggested that he join, the worker dare not refuse. The period of

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candidate for a worker is one year, whereas for technicians, engineers and clerks, it is two years. The influence of the Party in any industrial plant depends upon the secretary of the Party cell and his relations with the management. The Party secretary at Solventul is a young man, who was appointed by the director. Because he likes the position he does his utmost to remain on good terms with the director and does not interfere with the management of the plant.

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**COUNTRY** : **Romania**

**SUBJECT** : **Social Conditions and Trends of Opinion at the 23 August Plant in Bucharest**

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1. The 23 August Plant, which is located at 260 Bulevardul Muncii, Bucharest, employs about 15,000 workers and is one of the largest industrial enterprises in Rumania.
2. The employees of this plant are dissatisfied with their conditions for the following three reasons:
  - a. Poor wages.
  - b. Serious shortage of accommodation.
  - c. Lack of personal freedom.
3. Until 1957 under the wage system which was in practice, workers of the plant were virtually employed on piece-work terms. There was a fixed monthly

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production norm and a basic wage for achieving it. However, the norms were so low, that it was possible for every worker to produce far more than was expected of him and thus ensure himself an average income far in excess of his basic wage. The following examples illustrate this point:

- a. Until 1957, the minimum monthly wage was 800 Lei, but without any difficulty a worker was able to earn 580 Lei and even 870 Lei.
  - b. The maximum monthly wage during the a/m period was 750 Lei, but here again, it was possible for almost all workers at the top of the wage scale to exceed their norms by 200 and 300 percent and ensure themselves a monthly income of 2,000 Lei, and there were even exceptional cases of workers earning 3,000 and 4,000 Lei.
4. Inspired by the Party, a number of workers began to demand a revision of the production norms, on the grounds that experience had proved that the original quotas failed to reflect the actual productive ability of the plant's employees. This was claimed to be incompatible with one of the basic principles of Socialist society which "demands from each according to his ability" and "gives to each according to his labor". Party agitators explained, that the existing norm system demanded far less than it was the ability of each worker to produce and that in a Socialist society it is unacceptable that a worker should exploit general property, or, in other words, himself. Therefore, they concluded, the norms should be raised to the level of the workers' real productive ability and, as they were prepared to admit that basic wages were well below subsistence level, they advised that these too should be increased. It should be noted that



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in every industrial plant this demand, which was apparently initiated by the workers themselves, was made simultaneously, thereby proving that it was organized from above. The authorities, welcomed this initiative on the part of the workers with great satisfaction, as it proved their "political maturity and devotion to Socialist principles" and in 1957, new norms were fixed on a par with the actual average output ability. However, basic wages were not increased to the same extent and despite the new monthly minimum wage of 490 Lei and new maximum basic wage of 1,120 Lei, workers earned far less than their former incomes. Whereas, under the old system as mentioned above, a worker with a monthly basic wage of 290 Lei could increase his actual income to 870 Lei or more, he could now barely earn a maximum of 560 Lei, and a worker whose basic wage was now 1,120 Lei per month, could, at best, and only once in three or four months, increase it to 1,400 to 1,500 Lei.

5. The bonus system existed prior to, and after, 1957. Bonuses are awarded in the event of the entire plant fulfilling or exceeding its production quota. The following three conditions determine whether a worker is to be awarded a bonus:
- a. His department should have fulfilled its monthly production quota.
  - b. None of the finished products should be defective.
  - c. He should have been an "outstanding worker". In order to be declared an "outstanding worker" a worker must conform with the following five requirements:
    - (1) Not to have been absent from work without permission.
    - (2) To have proved to be a diligent worker.

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- (3) To be a Party or plant trade union activist.
  - (4) To be a member of the Workers Guard.
  - (5) To be always prepared to respond to the call of the Party (to participate in propaganda activities among farmers, to join choirs, to participate in the A.A. Defense organization (ALA), etc.)
6. Prior to 1957, working overtime provided the workers with an additional source of income, as every worker was able to work as many hours overtime as he wished, at an increased pay rate. Since then, overtime hours have been limited to 30 to 240 hours per year, varying for different trades. For the first two hours after regular work-time a 60 percent increase is paid, but for each additional hour only a 30 percent increase is paid.
7. In 1959, basic wages were raised by 5 to 15 percent, without corresponding price increase. However, at the same time, the prices of consumer goods were revised. Luxury goods (Motorcycles, carpets, expensive suits, etc.) which could not be sold previously because of the shortage of money were sold at reduced prices, while, on the other hand, the prices of essential foodstuffs (meat, butter, edible oils, sugar, etc.) were raised, thereby again undermining the worker's budget.
8. Details on Discipline and Sanctions:
- a. One hour's pay is deducted from the wages of a worker who is five minutes late for work.
  - b. A worker who arrives more than five minutes late for work cannot enter the plant on that day and is therefore considered absent without permission.
  - c. Should a worker be late for work on a number of occasions, he receives

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- an oral warning; for recurring tardiness he is given written warning; should he persist in being late, he is dismissed.
- d. Three days continuous absence from work without permission is considered sufficient reason for dismissal.
- e. A worker, who for any reason, is declared "an enemy of the working class" is also liable to be dismissed. (15 days notice is given in all cases of dismissal.)
- f. The plant table of organization is revised annually or bi-annually, usually with the object of economizing in manpower. In the event of such a revision, all undesirable elements are the first to be dismissed and if it is impossible to find work in other plants for the remaining surplus workers, they also are dismissed.
9. Some employees of the subject plant, although they may have worked there for many years, have not yet been sent to a rest home. While no exact details on this question are available, there are two facts concerning leave at rest homes:
- a. In 1958 or 1959, the sum contributed by the worker towards the cost of his leave at a rest home, was considerable increased.
- b. Party activists and "outstanding workers" (those to whom the a/m five stipulations may be applied) enjoy first preference at rest homes.
10. Although the number of conferences and meetings, in which workers have to participate, has decreased, they are still expected to attend meetings, seminars, etc., two or three times per week, in their spare time.

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The worker is expected to attend a monthly production meeting organized by the plant trade union in his department, a fortnightly trade union meeting for those who work in the same production group, one or two weekly political seminars which are held for all the workers, a weekly or fortnightly A.A. Defense seminar, etc. Furthermore, he has to participate in the choir or drama circle and "patriotic work" schemes (cleaning and maintaining the plant, street cleaning, agricultural work, etc.) On the occasion of some internal event (the announcement of the decisions of a recent Party CC session, the announcement of the Central Statistics Bureau on the fulfillment of a production program, a visit of foreign V.I.P.'s etc.) meetings are held at the plant, mainly after working hours. On workers holidays (1 May, 23 August, etc.) the plant is closed and all workers are required to participate in a parade, which is lead by members of the Workers' Guard. The plant remains open on 7 November and 30 December, when only chosen representatives participate in the festivities, which are held in public halls.

11. Work continues throughout the religious festivals (Christmas, Easter, etc.). Prior to these festivals an extensive propaganda campaign is conducted with the aim of persuading employees to report for work while, as a last resort, they are openly threatened with dismissal should they be absent during the holidays. Despite the above, some 30 percent of the workers are usually absent during religious festivals and while it is impossible to take action against all of them, this is used as an excuse for dismissing unsatisfactory employees.

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12. The trade union official, who is responsible for circulating newspapers in the plant, makes strenuous efforts to ensure that all workers subscribe to one of the official journals and about 99 percent do so. The Trade Union official is obliged to persuade a minimum number of workers to subscribe to Scinteia and Scinteia Tineretului (the Party CC and UTM journals) and only if he achieves this number is he allowed to accept subscriptions to other papers, such as Munca (the trade union paper), or Romina Libera (the journal of the local authorities). Consequently, some 90 percent of the workers are obliged to subscribe to the Party journals and only 10 percent at most, can subscribe to any other.
13. The plant director's authority has been recently strengthened to a considerable extent: He alone is now responsible to the Ministry for the management of the plant. However, despite the fact that the present director is the son-in-law of the one of the leaders of the regime (Ghivu Stoica or Constantin Pirvulescu, the president of the Party CC Control Commission), he can decide nothing, without first consulting the plant Party secretary. In all personnel matters (hiring new employees, promotions and demotions, dismissals, etc.) he will always accept the latter's opinion.
14. Emilien Flores<sup>is</sup> the Secretary of the Party organization at the plant.

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**COUNTRY**

: **Romania**

**SUBJECT**

: **Social Conditions and Trends of Opinion at the Electro-Aparataj Plant in Bucharest**

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1. The reasons for dissatisfaction among the employees of the Electro Aparataj plant are as follows:
  - a. Wage conditions and norm policies
  - b. Promotion methods.
  - c. Political discrimination in regards to convalescent homes.
  - d. Party interference in the factory management and the personal affairs of the employees
  - e. A lack of confidence in their continued employment

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- f. The exploitation of the workers' free time for propaganda purposes and so-called "patriotic" work.

The above reasons in most cases are applicable to all Romanian industrial plants.

2. In 1957, the state propaganda organs enthusiastically announced the introduction of far-reaching improvements in the wage system which, they claimed, would bring the workers untold benefits. The newspapers published long explanatory articles, which persuaded the workers that under the new system they would earn more realistic wages, that their conditions would improve and that, furthermore, they would take another step forward towards the realization of Socialism. Innovations introduced in the wage system, as compared with former pay conditions are as follows:

- a. Under the former system, basic wages were relatively low (from about 300 to 700 Lei per month) and, in order to receive his pay, the worker had to fulfil a monthly production norm. However, the norms were so low that the workers were able to increase them by 100 percent with ease and were even able to achieve 300 percent increases over the predetermined norms. In this way, the workers were able to earn two, three and four times their basic salaries and a worker, whose basic monthly wage was 300 Lei could earn 600 Lei without any effort and in certain cases even 1,200 Lei.
- b. Under the new system, basic wages range between 400 to 990 Lei per month, but the norms have been raised to such an extent, that it is virtually impossible to exceed them. Furthermore, it has

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been decided that a worker may not increase his basic wage by more than 10 percent. Therefore, a worker who was once able to increase his basic monthly wage of 300 Lei to 600 Lei or more, can now only earn a maximum of 440 Lei. The Party propaganda press and the trade unions explained that the old production norms had been determined at a time when the authorities still lacked sufficient experience to be able to fix them in more or less true proportion to the workers' actual output capacities, thus giving rise to the situation which enabled them to exceed their quotas by many hundred percent. This stood in direct opposition to Socialist principles and the workers themselves could not suffer a situation under which they exploited general property for their personal advantage, which they did not deserve. The agitators and press went even further and added that because the Party and government desired to raise the standard of living of the working people, they had increased the production norms together with the wages and in this way would realize the Socialist principle of "to each according to his needs, from each according to his labor". It should be pointed out that norm increases had occurred in previous years, but never to such an extent. The results of the latest innovations at the "Electro-Aparataj" factory are best reflected by the fact that, in 1949, a worker earned five times the sum he earns in 1960 for producing a 100 amp. fuse.

- a. Until 1957, a worker was able to work as many hours overtime as he wished, at an increased pay rate, but since then a ceiling of 120 hours per year has been fixed, which may not be exceeded.



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- d. In 1959, basic wages were raised by 10 to 20 percent, without accompanying norm increases. (The lowest wages were raised by 20 percent, the highest by 10 percent). At the same time, the following improvements were introduced in wage conditions:
- (1) Monthly basic wages, which did not exceed 500 Lei, were freed from income tax.
  - (2) Workers with more than three children were freed from paying income tax.
  - (3) a worker whose monthly wage did not exceed 1200 Lei was entitled to a monthly family allowance of 100 Lei for each child under 14 years old age. A worker whose monthly wage ranged between 1200 - 1500 Lei received the above mentioned allowance for each child except one (i.e. a worker with three children would receive the allowance for only two of them. A worker whose earnings exceeded those mentioned above, would not be entitled to the allowance. In 1959 the family allowance were cancelled for workers earning 1200 Lei or more.
- e. In regards to sick pay the following innovations were introduced:
- (1) For the first three days of an illness, the worker receives 50 percent of his basic wage, but not less than 6 Lei per day. Until 1959, he received no pay at all for these days.
  - (2) For illnesses lasting from three days to six months, the worker is paid according to the following scale, which is not determined by the number of his total working years, but by his number of years at the plant:

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- i. For two years at the plant, 50 percent of the basic wage, but not less than 6 Lei per day.
- ii. Two to four years at the plant, 60 percent of the basic wage.
- iii. Four to six years at the plant, 70 percent of the basic wage.
- iv. Six to eight years at the plant, 80 percent of the basic wage.
- v. Above eight years at the plant, 90 percent of the basic wage.

In each of the above mentioned cases, the daily wage during an illness should not be less than 12 Lei.

- (3) Tuberculosis sufferers are entitled to one year off with full pay and in the event of their needing further sick leave, they are entitled to 90 percent of their basic wage, whatever their seniority might be.
- f. In 1959, the workers benefited from a number of innovations, but their actual value was virtually cancelled by new increases in the prices of essential commodities, which far exceeded the wage increases. Furthermore, at the Electro-Aparataj factory (and possibly other plants) a system was introduced which angered the workers and which actually amounted to an unofficial raising of the production norms. For example, a certain unit has to produce 10,000 fuses within a few days. Two to three days after the fuses have been

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delivered to the storekeeper, the workers are told that when they were inspected, it was discovered that they had only handed over 8,000 and that they must make up the deficit after hours without pay, otherwise an equivalent sum of money would be deducted from their basic wages. Therefore, having already produced 10,000 fuses, the unit has <sup>no</sup> alternative other than to produce an additional 2,000 without pay and the management is able to boast of having reduced production costs.

3. The labor code determines that a worker may be dismissed with 15 days' notice for budgetary reasons, in the event of work economize and for security reasons. This has caused a permanent feeling of insecurity among the workers, since any of them may receive notice of dismissal at any time. On at least one occasion every year, a new amendment is introduced, and as a result many workers are dismissed. Workers are also dismissed when a home or export order has been fulfilled and there is no longer sufficient work to keep all of them fully employed. Security reasons are so numerous that a worker, who one day had felt himself to be absolutely in the clear from all points of view, could the next day find himself to be an enemy of the regime and consequently unemployed. It is often a sufficient reason for a worker to lose his job if he refuses to participate in "patriotic" work, refuses to subscribe to Seinteia or is the friend of a person arrested on a sabotage charge. Workers are not dismissed for economic or social reasons, but purely out of political considerations and although the management, in close cooperation with the plant trade union, may actually carry out

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dismissals, the Party cell secretariat determines the names of the workers who are to be dismissed.

4. The Party also determines who is to receive a promotion. Those who receive promotions are not skilled veteran workers, but Party activists and persons favored by the Party cell secretary. Also, there is no certainty that a worker who has reached a certain wage level, will remain at that level. Often a worker is demoted to a lesser position and his wages are correspondingly decreased. There are times when a worker is dismissed, not because there is anything wrong with him, but because the Party wishes to give his position to one of its proteges.

5. Details on vacations, rest and convalescent homes are as follows:

- a. The employees are entitled to annual vacations in accordance with the following scale:

- |                           |  |
|---------------------------|--|
| (1) Clerks                | - 12 days.                                       |
| (2) Department heads      | - approx. 24 days.                               |
| (3) Plant directors       | - approx. 28 days.                               |
| (4) Light manual laborers | - 12 to 30 days, according to age and seniority  |
| (5) Heavy manual laborers | - 18 to 30 days, according to age and seniority. |

- b. A worker must take his annual leave at a time determined by the management and not when he chooses. A worker who has not taken his previous year's leave, cannot claim it the following year unless he is able to prove that the management prevented him from taking it at the proper time.

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e. All the rest homes except for those belonging to the Party C.C., the Ministry of the Interior and the Ministry of the Armed Forces, have been put under the trade unions. The plant trade union receives a list from the trade union headquarters comprising the following details:

- (1) The names of the rest homes which the plant is allowed to use.
- (2) The number of places reserved for the plant at the above mentioned homes.
- (3) The dates on which these places are to be vacant.

Apparently the plant's trade union is to decide which workers are to benefit from a period at a rest home, but in fact, the Party cell secretariat actually decides. At each rest home there is only room for <sup>20</sup> percent of the applicants, it is obvious that the choice is made according to political considerations. Therefore, Party, URM and trade union activists benefit from the rest homes almost every year, whereas hard-working senior employees are never allowed to go. When they complain of this discrimination they are told that they receive full payment for their work, whereas ~~blacksmiths~~ in addition to their work, spend their free time at public activities, deserve to go to rest homes. When a worker has been chosen, the worker cannot go to the rest home of his choice and it often occurs that he is forced to go to a summer home during the winter or vice-versa. Until 1960, ten percent was deducted from the wages of a worker while he was at a home, in return for which he received a return ticket to wherever he was sent and 12 days at the home.

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In 1960, the worker's participation in the expenses of his vacation was raised and he must now purchase his own travel tickets.

- d. The Ministry of Health and Social Welfare maintains a number of convalescent homes for sick workers. The worker's stay at one of these homes extends for 21 days and should it exceed his annual leave allowance his wages are paid in accordance with the sick pay rate. According to the regulations the plant doctor decides who is to go to a convalescent home, but in practice the Party again interferes and it actually decides. At the Electro-Aparataj factory, there is an extremely sick old veteran worker, who despite the fact that he annually spends two months in a hospital, has never once, during 14 years, been sent to a convalescent home. He is not favored by the Party, whereas Party activists suffering from "fatigue" have been sent to a convalescent home.

6. Of the 1,600 workers at the Electro-Aparataj factory, some 350 to 400 are Party members or candidates for membership. However, few of these are Communists and most of them joined because they hoped to obtain a certain measure of security. Party purges and the enlistment of new members still continue, although to a limited extent. Members are purged because of their past activities (membership of another Party, social background etc.) or simply because of personal differences and jealousy. A very simple system is employed for enlisting new members. A prospective member is approached and told that he has been under observation for some time and it has been decided that he is worthy of the honor of presenting his candidacy for Party membership. Only an exceptionally brave

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person, who is prepared to endanger his livelihood, will dare to refuse such an "honor". Party members hold weekly or fortnightly meetings, at which, in addition to hearing a political lecture, they discuss all of the plant's problems, dismissals, promotions and demotions, participation in various projects (cleaning and decorating the plant, street cleaning, help in agriculture, etc.) <sup>Some</sup> 70 to 80 percent of the employees under 25 years of age are UEM members, but relatively few of these later join the Party. Recently, much has been done to transfer important positions held by veteran Party members to the younger men. The authorities have actually succeeded in educating a considerable percentage of the younger people to its point of view, but the struggle between the official education and home influence continues and the latter is superior. Christmas, Easter, etc., are ordinary working days and in an attempt to prevent people from participating in religious ceremonies, festivities are held in schools and factories, which mainly attract the youth. Absenteeism during the a/m festivals is so great, that the authorities are powerless to take any counter-measures against those who stay away from work.

7. There has been a considerable decrease in the number of meetings and conventions, but they still waste many hours of the workers' free time. Each production department holds a monthly meeting to discuss output problems, in addition to which the workers must attend meetings of the trade union group to which they belong and general plant meetings which are

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held on the occasion of national or workers' festivals. The custom of reading the leading article of Scinteia aloud each morning has been cancelled, but on the occasion of every unusual internal or international event, the leading article is read out during the 10 a.m. tea-break. All the workers no longer participate in the parades held on festive occasions (1 May, 23 August, etc.), but only those who are considered worthy of the honor, whose names are published on the bulletin board together with their allotted task (carrying banners, flags and pictures of a national leader). As a rule, those who are chosen do not reveal any particular enthusiasm.

8. In each plant, a member of the trade union authorities is responsible for circulating newspapers. His task is to persuade the workers to subscribe to one of the following papers:

- a. Scinteia (the Party C.C. publication).
- b. Scinteia Tineretului (the UTM publication).
- c. Romina Libera (the local councils' publication).
- d. Viata (the trade union journal).

Despite the fact that the papers are circulated by the trade union and that ostensibly the workers have a free choice, the administrative and technical employees are compelled to subscribe to Scinteia or Scinteia Tineretului and only 10 percent of the workers receive either Romina Libera or Viata.

9. "Patriotic" work is a further burden which the workers have to suffer. Until 1958 to 1959, it was called "volunteer work", but after many



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people had asked why they were compelled to "volunteer", the name was changed. The youth, under UFM leadership, must give a minimum number of hours to street cleaning, construction and agricultural work. Older people "volunteer" to maintain, clean, decorate and look after the gardens at the plant.

10. Details of guard duties are as follows:

- a. The director of the accident prevention department and the chief accountant are responsible for all means of security at the plant, except for the safekeeping of documents and military contracts, which are dealt with by the director of the Special Office. The director of the accident prevention department is also in charge of the fire fighting unit (civilians hired by the plant) and the guards.
- b. Clerks, technicians and engineers in turn are duty officers for a period of 24 hours, when they are responsible for the guard duty and work safety aspect of the plant.
- c. The plant is guarded by persons conscripted by the militia and who are paid by the plant.
- d. In late 1956, following the Hungarian uprising, "worker guards" (Securitate approved persons) were established at every industrial plant in Rumania. Members of the guard enter into contract with the plant, in which they undertake to serve in the "guard" for a period of three years. They train three times a week, under the direction of Ministry of the Interior officers and for this time they continue to receive their full wages. They are only called

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for guard duty on the eve of festivals, when throughout the country special security measures are taken and the guards are doubled everywhere to prevent acts of sabotage, etc.

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